PAF: SECTION ONE - TEST OUTCOME

DIMENSION 1- BUG REPORT (EASE OF UNDERSTANDING):

DESCRIPTION: The extent to which bug reports are easy to understand and precise. Qualities of the bug report to be considered include: clear description of faulty behaviour; short and to-the-point description of fault; and use of a polite tone. Please consider all the bug reports produced by the software tester during the period of evaluation and select on the basis of the *average* report quality.

INSTRUCTION: *Please consider bug reports (both- written and verbal) produced by the software tester being appraised using this dimension and indicate the rating you will give to those reports.*

Label	Score	Definition	Rating
Perfect	5	Recipient gains a complete understanding of the issue identified in the report after reading it once. Reports are always clear, precise, polite, and attractive to the reader.	
High	4	It is easy to understand the issues in the reports. Reports are usually clear, precise and polite. Usually contains only relevant information and rarely includes distractions.	
Satisfactory	3	Reports can be understood. However, may not always be clear, precise and short. Sometimes distracts the reader with extraneous information. Sometimes the reader needs to read the report multiple times to completely understand it.	
Difficult	2	Difficult to understand what the software tester wanted to describe, sometimes imprecise, and/or use of impolite tone.	
Impossible	1	It is not possible to understand what the software tester attempts to describe in bug reports.	

DIMENSION 2- BUG REPORT (EASE OF REPLICATION):

DESCRIPTION: The extent to which reported bugs can be easily replicated from the bug reports. Qualities of the bug report to be considered include: the presence of all necessary information; clear description of steps to reproduce the bugs; and the presence of necessary details regarding input and environment. Please consider all the bug reports produced by the software tester during the period of evaluation and select a rating based on the average quality.

INSTRUCTION: *Please consider bug reports (both- written and verbal) produced by the software tester being appraised using this dimension and indicate the rating you will give to those reports.*

Label	Score	Definition	Rating
Perfect	5	Bugs can be replicated based on the bug reports. Sufficient information about the required sequence of actions, input and environment is provided. No unnecessary information is provided.	
High	4	Bugs can be replicated based on the bug reports. Necessary information is clear in the report however may not always be to-the-point.	
Satisfactory	3	Bugs can be replicated based on the bug reports, however not all information is present and clear in the report. Sometimes unnecessary information is provided, or steps to replicate are confused or "mixed up".	
Difficult	2	It is difficult to replicate the bugs based on the bug reports only. Necessary information is missing or poorly presented, and/or too much unnecessary information is provided.	
Impossible	1	Completely impossible to replicate the bugs from the information in the bug reports. Necessary information is unavailable.	

DIMENSION 3- BUG COUNT (COMPARED TO EASE OF FINDING):

DESCRIPTION: Number of bugs found in comparison to difficulty of finding them.

INSTRUCTIONS: *In the following table five labels of frequency of finding bugs are defined in the vertical direction (columns) and three levels of bug "difficulty" (how difficult the bug in question is to find - please note that this is a*

subjective judgement) are defined in the horizontal direction (rows). Please consider the bugs reported by the software tester being appraised and, for each level of difficulty, select the box indicating the relative number of bugs found by this tester. Since the average number of bugs, and difficulty levels, are dependent on the project, this should be decided by the appraiser.

Difficult to find bugs are weighted more heavily in calculating the tester's rating in this dimension.

Label	Bug Count		Very high	High	Average	Low	Very low
Difficulty of finding	Definitions		Found well above average number of bugs	Found above average number of bugs	Found average number of bugs	Found below average number of bugs	Found well below average number of bugs
		score weight	5	4	3	2	1
Difficult	Very difficult to find bugs (Not easily found by all)	0.5					
Normal	Bugs with average difficulty of finding (Needs careful attention)	0.3					
Easy	Obvious bugs	0.2					

DIMENSION 4- BUG COUNT (COMPARED TO SEVERITY):

DESCRIPTION: Number of bugs found in comparison to severity of the bugs.

INSTRUCTION: In the following table, there are four rows listing different bug severity levels. For each severity level, you should indicate the frequency with which the tester finds bugs of that severity. The five columns represent five frequency categories, from "much higher than average" to "much lower than average". Since the "average" bug count is project-specific, the appraiser should use their judgement to decide what an "average" level is and how the tester being appraised compares.

Label	Bug Count		Very high	High	Average	Low	Very low
Severity	Definitions		Found well above average number of bugs	Found above average number of bugs	Found average number of bugs	Found below average number of bugs	Found well below average number of bugs
		score weight	5	4	3	2	1
Critical	Program ceases meaningful operation	0.4					
High	Severe function error but application can continue	0.3					
Medium	Unexpected result or inconsistent operation	0.2					
Low	A cosmetic issue	0.1					

PAF: SECTION TWO - TEST BEHAVOUR

DIMENSION 5- TEST PLANNING:

DESCRIPTION: Frequency of preparing good quality test plans. Quality attributes of a test plan include: efficiency in finding bugs; ability of assessing high risk area; and selection of efficient test strategy.

INSTRUCTIONS: Please consider the test plans made by the software tester being appraised using this dimension and indicate the rating you will give to those plans.

Label	Score	Definition	Rating
Always	5	Consistently prepares satisfactory test plan.	
Mostly	4	Almost always prepares satisfactory test plan.	
Usually	3	Sometimes prepares satisfactory test plan.	
Rarely	2	Test plan is most often not satisfactory.	
Never	1	Test plan is never of a satisfactory standard.	

DIMENSION 6- TEST EXECUTION:

DESCRIPTION: Frequency of optimizing execution of tests in allotted time frame. Attributes of test execution to be considered include: errorless execution of tests; and good assessment of test outcome.

INSTRUCTION: Please consider the tests executed by the software tester being appraised using this dimension and indicate the rating you will assign to those execution of tests.

Label	Score	Definition	Rating
Always	5	Test execution is consistently completed to a satisfactory standard within allotted time.	
Mostly	4	Test execution is almost always completed to a satisfactory standard within allotted time.	
Usually	3	Sometimes test execution remains incomplete.	
Rarely	2	Test execution remains incomplete very often.	
Never	1	Test execution is never completed to a satisfactory standard within allotted time.	

PAF: SECTION THREE - PERSONAL ATTRIBUTES

DIMENSION 7- PERSONAL ATTRIBUTES:

DESCRIPTION: The extent to which the software tester being appraised possesses certain personal attributes.

INSTRUCTION: In the following table some personal attributes have been listed and different weights have been assigned to those attributes. Please consider the software tester being appraised using this dimension and indicate the label of possession of the listed attributes.

Attributes	Exceptional 5	Exceeds expectations 4	Meets expectations 3	Below expectation 2	Needs Improvement 1	Score Weight
Domain knowledge						0.3
Adaptability to new tools and techniques of testing						0.2
Communication skill						0.1
Attention to detail						0.3
Ability to handle complex technical aspects						0.1

PAF: SECTION FOUR - OVER ALL PERFORMANCE ASSESSMENT

DESCRIPTION: The over all performance assessment score is obtained by dividing the summation of individual scores in seven dimensions by 7.

INTERPRETATION OF OVERALL SCORE: The over all performance assessment score is interpretated according to the following table.

Over all score	Interpretation
0-0.99	Poor
1-1.99	Marginal
2-2.99	Satisfactory
3-3.99	Good
4-5	Outstanding

COMMENT ABOUT OVER ALL PERFORMANCE: Please provide your comment about the overall performance

Details of ethics approval and privacy policies are available here Research Ethics and Privacy